

**PRESIDENT'S TASK FORCE ON EMPLOYEE-MANAGEMENT
RELATIONS IN THE FEDERAL SERVICE**

Washington 25, D. C.

OFFICIAL BUSINESS

SEP 22 1961

Honorable Allen W. Dulles
Director
Central Intelligence Agency
Washington 25, D. C.

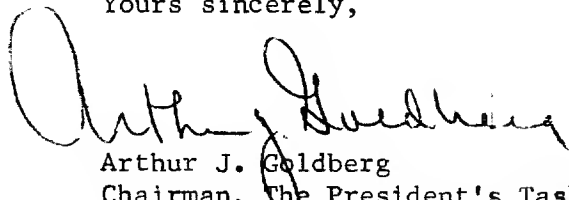
Dear Mr. Dulles:

On July 19, 1961 I wrote to you on behalf of the President's Task Force on Employee-Management Relations in the Federal Service, calling your attention to the President's memorandum of June 22, 1961 which laid down certain standards for employee organizations with which officials of the Federal government may maintain relations.

In response to my letter there were a number of queries concerning the problem of so-called "dual locals. I enclose a statement of policy on this subject which was adopted by the task force at its second meeting, September 13, 1961. You will note the general policy that officials of the United States government will not maintain relations with employee organizations of this character, except where an undertaking has been given to merge the separate organizations.

I would appreciate a report ^{on} any action which is taken in this connection.

Yours sincerely,


Arthur J. Goldberg
Chairman, The President's Task Force
on Employee-Management Relations in the
Federal Service

Enclosure

**PRESIDENT'S TASK FORCE ON EMPLOYEE-MANAGEMENT
RELATIONS IN THE FEDERAL SERVICE**

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**STATEMENT OF PRESIDENT'S TASK FORCE ON EMPLOYEE-MANAGEMENT
RELATIONS IN THE FEDERAL SERVICE**

In his memorandum of June 22, 1961 establishing a special task force on employee-management relations in the federal service, the President laid down several principles concerning the nature of employee organizations with which government officials may deal. The President stated that officials should "maintain relationships only with those employee organizations which are free of restrictions or practices denying membership because of race, color, religion or national origin."

Following the first meeting of the task force, on July 14, 1961, letters were addressed to all department and agency heads by the task force chairman, Secretary of Labor Arthur J. Goldberg, stating that this policy was currently in effect. Department and agency heads were asked to submit a preliminary report on the measures taken to implement this policy.

As a result of these reports the question was put to the second meeting of the task force, which took place today, as to what should be the policy of government officials towards situations in which two locals of the same employee organization are chartered for the same government unit or installation, with the result that each is in effect made up of white or negro members. These are commonly known as "dual locals."

The task force finds that the weight of past experience indicates that "dual locals" create a situation of de facto segregation, and therefore of discrimination. Under the terms of the President's memorandum

of June 22, 1961, officials of the executive branch of the government may not maintain relations with any such employee organization which is established in this manner and which has not undertaken in good faith to discontinue the practice.

Officials of federal departments and agencies may, however, accept from such employee organizations a firm commitment of intent to discontinue such practices with reasonable speed. Where such a commitment is accompanied by immediate steps in this direction, leading to the dissolution of the dual locals and the establishment of one employee organization where two previously had existed, this will be regarded as an attempt to comply and, subject to continuous review, will permit continuation of existing relations.

The task force wishes to applaud the sincere and so far successful effort of a number of the national headquarters of employee organizations to assist local bodies in bringing about mergers of this kind.

September 13, 1961

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APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE

Remarks:

Per our telecon, I am returning Mr. Goldberg's letter of 22 Sept. Prior to the dispatch of Mr. Dulles' letter of 19 Aug. 61 (ER 61-5951/a) to Mr. Goldberg, met with Mr. Moynihan who is Mr. Goldberg's Staff Officer for this Task Force. They reviewed with Mr. Moynihan the nature of the restrictions which hamper our activity in this area and the necessity for our sending the kind of reply that was then being drafted. Mr. Moynihan indicated that he had not expected any reply from CIA and would be very pleased to receive one along the line of our 19 Aug. letter. He also indicated that CIA would be left off their mailing list for subsequent inquiries.

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Remarks:				
<p>The specific point involved in the 22 Sept. letter concerns any action taken in an employment situation where two unions have been accepted as a means of avoiding integration problems. We have already explained to Mr. Moynihan that we do not have any employee organizations; thus, we would not have experienced any difficulty in the area of "dual locals." We believe that under the circumstances it may not be necessary to reply to the 22 Sept. letter.</p>				
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TO	NAME AND ADDRESS	DATE	INITIALS
1	Mr. Kirkpatrick	9/26	25 Sept
2			26 Sept
3	Deputy Director (Support)	9/26	26 Sept
4	Personnel		
5			
6			

ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

Remarks:

For your information and for preparation of an appropriate reply for the Director's signature.

2 to 3: Forwarded as a matter of primary interest.

Reference your DD/S 61-2490 and DD/S 61-2768.

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